



CODE OF CONDUCT

The Zoological Society of Southern Africa (ZSSA), alongside the institutional host, the University of the Free State (UFS), is committed to providing a safe, hospitable, and productive conference environment for everyone present, regardless of ability, ethnicity, religion, physical appearance, sexual orientation, or gender. We advocate strongly for mutual respect at all official events of the conference. It is important to remember that an environment in which people feel uncomfortable or threatened is not a productive one. This code of conduct outlines our expectations for participant behaviour as well as the consequences for unacceptable behaviour. We expect all event participants to abide by this code of conduct at all conference venues and conference-related social events.

All attendees, speakers, sponsors and volunteers at our conference are required to agree with the following code of conduct:

Expected Conduct

By participating in the conference covered by this Code of Conduct, you agree to:

- Be considerate and respectful to each other.
- Communicate openly and thoughtfully and encourage others to do the same.
- Refrain from harassing, discriminatory or demeaning conduct.
- Comply with all rules, policies, and procedures of the facilities at which the conference is being held.
- Comply with all applicable laws and regulations in the location where the conference is being held.

Unacceptable behaviour

Harassment of participants will not be tolerated in any form. Harassment includes:

- Offensive verbal or written comments related to race, ethnicity, gender, gender identity and expression, sexual orientation, disability, age, religion, physical appearance, etc.
- Deliberate intimidation, stalking, or following
- Harassing photography or recording
- Sustained disruption of talks or other events
- Inappropriate physical contact
- Slandering
- Advocating for, or encouraging, any of the above behaviour

Participants asked to stop any harassing behaviour are expected to comply immediately.

If a participant continues to engage in unacceptable behaviour, the conference organisers will take action they deem appropriate, up to and including expulsion from the conference without warning or refund. All decisions about appropriate or inappropriate behaviour are at the sole discretion of the UFS and ZSSA event organisers.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please do not hesitate to contact one of the members of the ZSSA local organising committee, who will always have a representative at the front desk. All reports will remain completely confidential.

ZSSA and UFS will not tolerate any actual or attempted reprisals or retaliation against individuals who raise, in good faith, a concern that this Conference Code of Conduct has been violated, or who participate in the investigation of such a concern. ZSSA and UFS takes all allegations of harassment and discrimination seriously and is committed to ensuring a conference environment that is free of all harassment and discrimination.

We value your participation in the Zoological Society of Southern Africa's conference activities as we want to make the experience for everyone as educational, productive, and positive as possible.